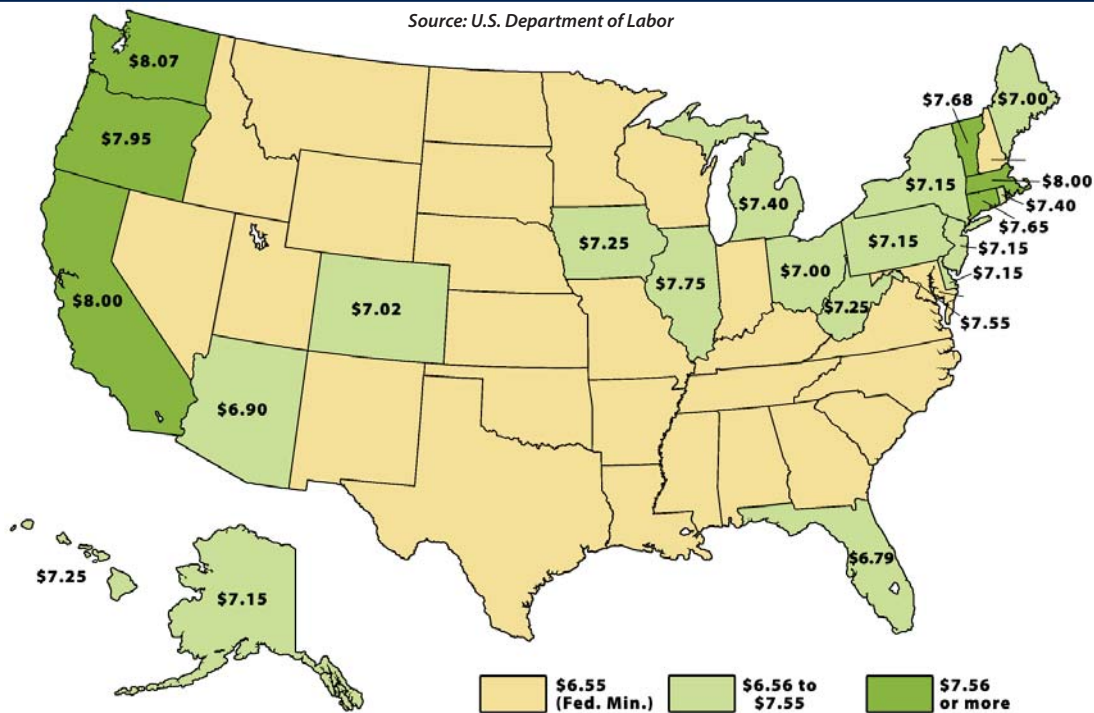


MINIMUM WAGE FACTS AT A GLANCE

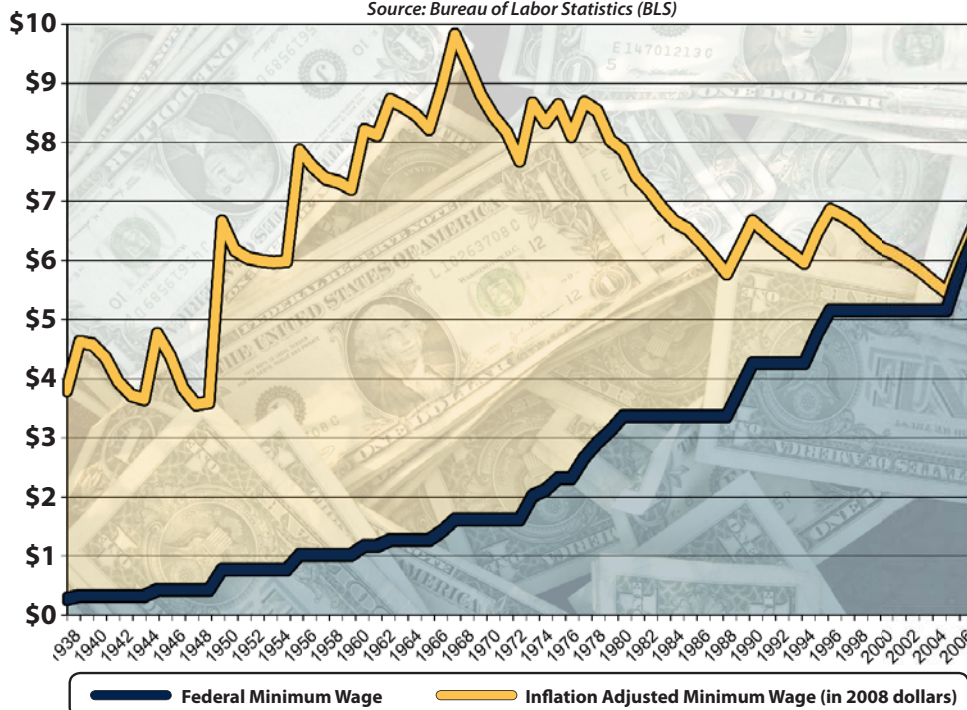
State Minimum Wages Greater than the Federal Minimum Wage: July 2008

Source: U.S. Department of Labor



Federal Minimum Wage: 1938 to 2008

Source: Bureau of Labor Statistics (BLS)



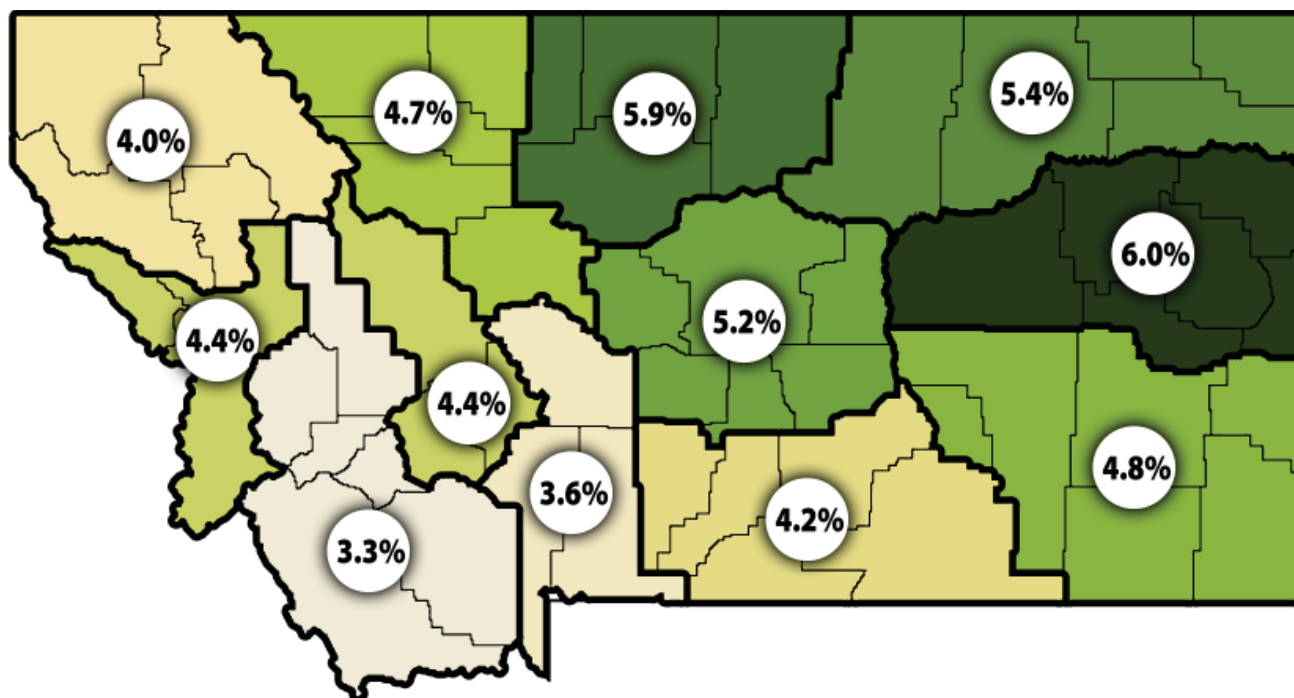
The inflation adjusted line shows the purchasing power the minimum wage would have today.



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Percentage of Workers who make \$6.55 or less, 2007

Source: Montana Department of Labor and Industry



Percentage of Employment at \$6.55 or Less by Training Requirements

Source: Montana Department of Labor and Industry

Training Requirement	% of Employment at \$6.55 or Less
Short-term on-the-job training	80.3%
Moderate-term on-the-job training	7.8%
Long-term on-the-job training	4.1%
Bachelor's degree	2.8%
Postsecondary vocational award	2.7%
Work experience in a related occupation	0.9%
Bachelor's or higher degree, plus work experience	0.7%
Master's degree	0.4%
Associate degree	0.2%
First professional degree	0.1%

Workers paid hourly rates with wages at or below current and proposed minimum wages by state: Annual Averages 2007

Source: U.S. Census, Current Population Survey

State	Total Hourly Wage Employees	\$6.55 or less		\$7.54 or less	
		Number	Percent	Number	Percent
Total, 16 years and older	75,872,687	3,480,563	4.6%	8,701,807	11.5%
Alabama	1,131,852	97,552	8.6%	176,552	15.6%
Alaska	196,840	3,188	1.6%	9,722	4.9%
Arizona	1,559,963	60,617	3.9%	161,296	10.3%
Arkansas	677,054	54,846	8.1%	105,029	15.5%
California	8,785,092	120,007	1.4%	844,512	9.6%
Colorado	1,164,138	29,352	2.5%	111,915	9.6%
Connecticut	922,851	18,216	2.0%	48,527	5.3%
Delaware	234,352	10,731	4.6%	24,975	10.7%
District of Columbia	109,009	3,839	3.5%	8,245	7.6%
Florida	4,261,022	160,718	3.8%	464,837	10.9%
Georgia	2,215,986	122,784	5.5%	243,828	11.0%
Hawaii	337,644	6,904	2.0%	28,171	8.3%
Idaho	424,400	32,157	7.6%	63,216	14.9%
Illinois	3,334,922	135,446	4.1%	405,805	12.2%
Indiana	1,825,515	97,204	5.3%	190,680	10.4%
Iowa	933,415	57,412	6.2%	125,004	13.4%
Kansas	796,157	63,255	7.9%	117,786	14.8%
Kentucky	1,151,853	81,276	7.1%	155,400	13.5%
Louisiana	937,068	88,236	9.4%	157,546	16.8%
Maine	398,642	11,781	3.0%	34,298	8.6%
Maryland	1,316,941	51,675	3.9%	102,217	7.8%
Massachusetts	1,504,659	75,239	5.0%	143,954	9.6%
Michigan	2,677,616	97,939	3.7%	342,081	12.8%
Minnesota	1,565,418	76,666	4.9%	158,454	10.1%
Mississippi	690,934	75,353	10.9%	117,450	17.0%
Missouri	1,576,886	102,691	6.5%	204,269	13.0%
Montana	289,237	15,526	5.4%	34,273	11.8%
Nebraska	552,558	36,234	6.6%	74,241	13.4%
Nevada	747,490	33,694	4.5%	68,599	9.2%
New Hampshire	371,713	12,422	3.3%	30,017	8.1%
New Jersey	1,696,902	41,778	2.5%	145,432	8.6%
New Mexico	479,015	21,604	4.5%	54,752	11.4%
New York	4,077,735	117,263	2.9%	429,120	10.5%
North Carolina	2,155,772	121,621	5.6%	273,320	12.7%
North Dakota	190,975	12,405	6.5%	26,833	14.1%
Ohio	3,421,688	123,921	3.6%	454,956	13.3%
Oklahoma	848,597	64,970	7.7%	140,886	16.6%
Oregon	1,050,406	18,649	1.8%	71,994	6.9%
Pennsylvania	3,434,048	146,326	4.3%	389,000	11.3%
Rhode Island	315,005	9,908	3.1%	26,024	8.3%
South Carolina	1,177,666	74,624	6.3%	153,651	13.0%
South Dakota	240,676	13,636	5.7%	29,304	12.2%
Tennessee	1,602,372	103,959	6.5%	201,985	12.6%
Texas	5,585,182	461,768	8.3%	926,687	16.6%
Utah	747,547	36,061	4.8%	68,515	9.2%
Vermont	181,125	4,368	2.4%	10,231	5.6%
Virginia	1,760,992	106,190	6.0%	213,193	12.1%
Washington	1,843,757	27,126	1.5%	53,121	2.9%
West Virginia	478,433	45,364	9.5%	75,312	15.7%
Wisconsin	1,729,722	86,863	5.0%	186,385	10.8%
Wyoming	163,846	9,197	5.6%	18,211	11.1%

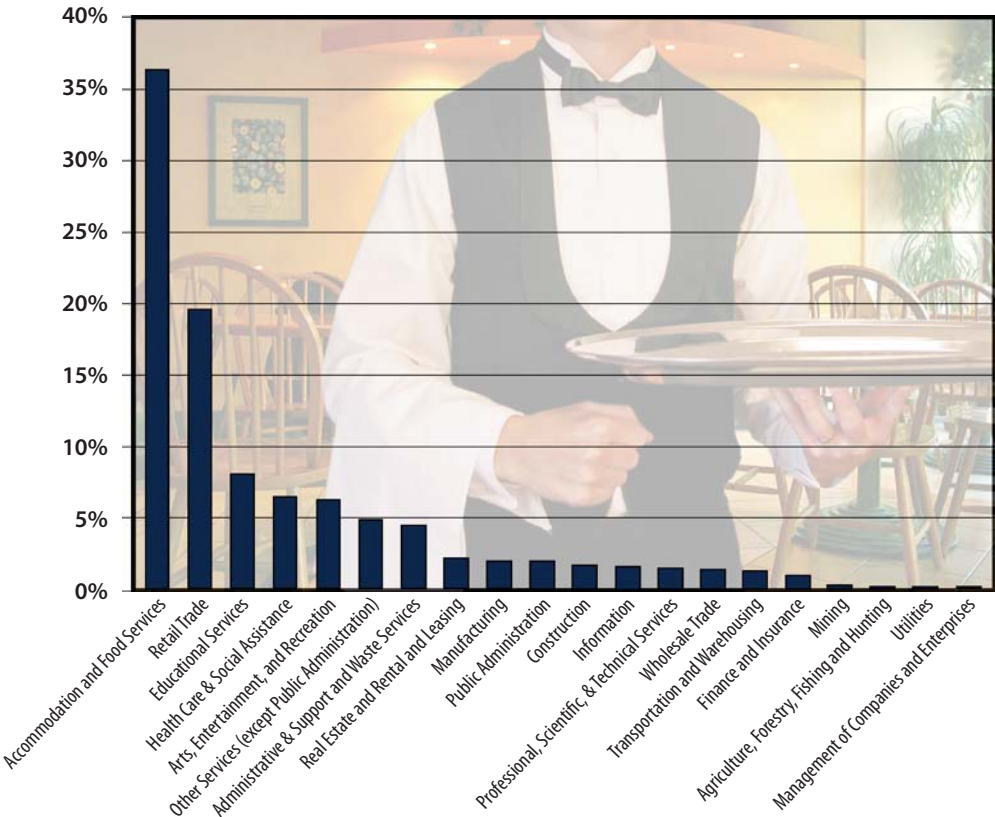
Workers paid hourly rates with wages at or below current and proposed minimum wages by state and age: Annual Averages 2007

Source: U.S. Census, Current Population Survey

State	% of Workers Making \$6.55 or Less			% of Workers Making \$7.54 or Less		
	Ages 16-24	Ages 25-44	Ages 45+	Ages 16-24	Ages 25-44	Ages 45+
Total	12.0%	2.9%	2.1%	28.6%	7.6%	5.9%
Alabama	24.4%	5.5%	3.6%	36.0%	10.5%	10.5%
Alaska	2.1%	1.8%	1.1%	10.7%	4.1%	2.7%
Arizona	8.9%	3.4%	1.4%	23.1%	8.1%	5.3%
Arkansas	19.5%	5.1%	3.8%	34.8%	11.0%	7.4%
California	2.9%	1.0%	0.9%	20.0%	7.5%	5.4%
Colorado	6.6%	1.3%	1.3%	25.3%	5.0%	4.8%
Connecticut	3.1%	2.2%	1.2%	13.5%	4.5%	2.1%
Delaware	11.2%	3.5%	1.6%	25.9%	7.6%	4.3%
District of Columbia	9.0%	3.0%	1.1%	17.5%	5.8%	4.3%
Florida	7.3%	3.4%	2.0%	24.3%	8.0%	6.4%
Georgia	14.3%	3.9%	2.6%	27.5%	8.2%	5.4%
Hawaii	4.7%	2.1%	0.7%	20.1%	6.3%	5.2%
Idaho	21.8%	3.6%	2.4%	36.3%	9.3%	6.9%
Illinois	10.4%	2.6%	1.7%	29.5%	7.8%	6.5%
Indiana	17.6%	2.8%	2.0%	31.3%	5.7%	5.4%
Iowa	16.9%	2.7%	2.2%	35.8%	6.6%	5.0%
Kansas	21.4%	3.7%	3.3%	35.2%	8.9%	7.0%
Kentucky	20.8%	3.6%	4.2%	35.2%	8.6%	8.3%
Louisiana	23.5%	6.3%	3.6%	36.1%	12.8%	8.6%
Maine	9.0%	1.5%	1.2%	25.1%	5.3%	3.1%
Maryland	12.2%	2.3%	1.3%	24.1%	4.2%	3.2%
Massachusetts	12.2%	3.5%	2.2%	24.5%	5.7%	4.7%
Michigan	11.8%	1.7%	1.4%	35.1%	7.6%	6.4%
Minnesota	12.2%	2.4%	2.4%	27.8%	4.0%	4.4%
Mississippi	25.8%	7.5%	6.6%	43.2%	10.2%	10.4%
Missouri	17.9%	3.9%	2.9%	33.9%	7.2%	7.9%
Montana	14.8%	3.4%	2.0%	29.8%	7.2%	6.7%
Nebraska	20.6%	1.7%	2.1%	35.5%	6.8%	5.5%
Nevada	8.8%	3.9%	2.7%	19.3%	7.3%	5.3%
New Hampshire	7.9%	2.0%	1.9%	23.4%	3.5%	3.5%
New Jersey	5.8%	2.0%	1.2%	22.1%	6.4%	3.7%
New Mexico	11.5%	3.8%	1.4%	28.3%	8.3%	6.1%
New York	8.4%	1.6%	1.4%	29.5%	6.3%	5.4%
North Carolina	14.3%	3.9%	2.5%	30.3%	8.1%	7.9%
North Dakota	14.6%	4.2%	2.1%	32.1%	7.8%	5.8%
Ohio	10.8%	1.9%	1.4%	37.0%	8.3%	5.2%
Oklahoma	19.8%	4.8%	2.8%	36.7%	12.4%	8.2%
Oregon	5.1%	1.1%	0.6%	18.5%	4.4%	2.9%
Pennsylvania	12.0%	2.2%	2.3%	32.9%	5.5%	6.1%
Rhode Island	7.5%	1.8%	2.2%	22.9%	4.1%	4.5%
South Carolina	16.8%	4.2%	2.9%	32.2%	8.4%	7.7%
South Dakota	15.7%	2.1%	2.1%	29.0%	6.1%	6.4%
Tennessee	19.4%	4.4%	2.4%	32.9%	8.7%	7.0%
Texas	18.8%	5.9%	4.5%	36.7%	12.1%	9.2%
Utah	12.1%	2.1%	2.0%	21.7%	4.2%	4.5%
Vermont	6.1%	1.8%	1.1%	16.0%	3.5%	2.2%
Virginia	16.1%	3.3%	3.0%	29.9%	7.3%	6.9%
Washington	2.9%	1.4%	0.8%	7.6%	2.0%	1.2%
West Virginia	31.0%	6.0%	4.3%	44.1%	11.2%	9.0%
Wisconsin	16.2%	2.1%	1.7%	32.4%	5.8%	3.7%
Wyoming	13.7%	2.8%	3.4%	27.8%	7.0%	5.0%

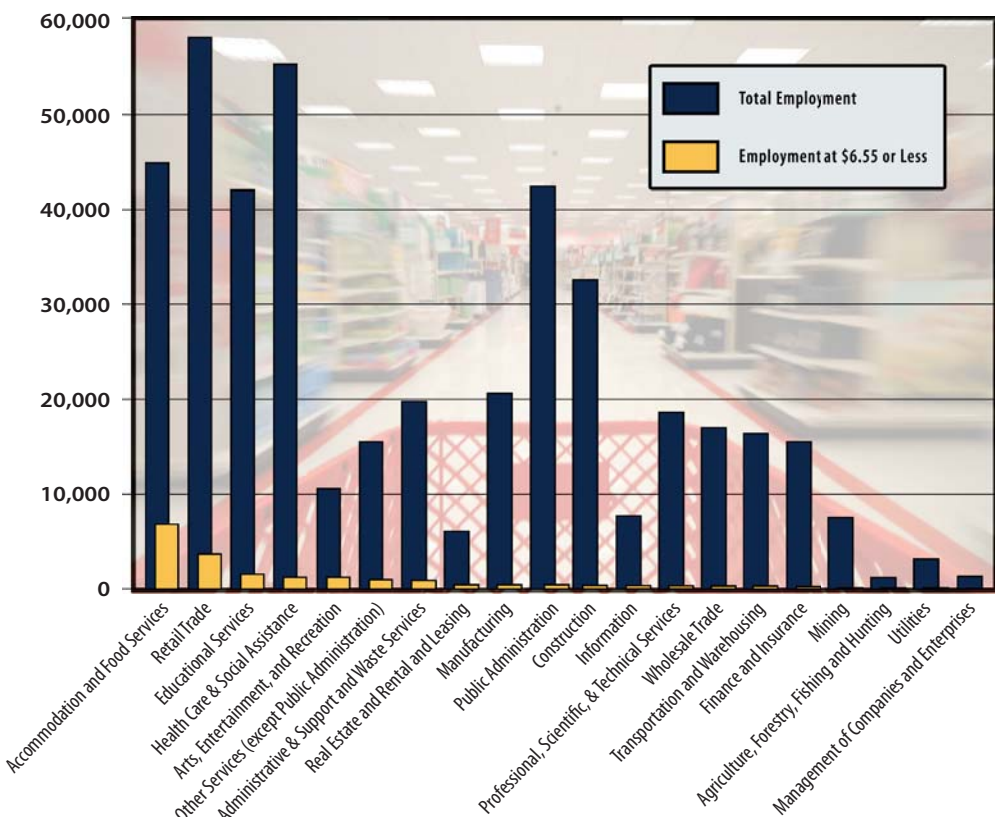
Distribution of Employment at \$6.55 or Less by Industry

Source: Montana Department of Labor and Industry



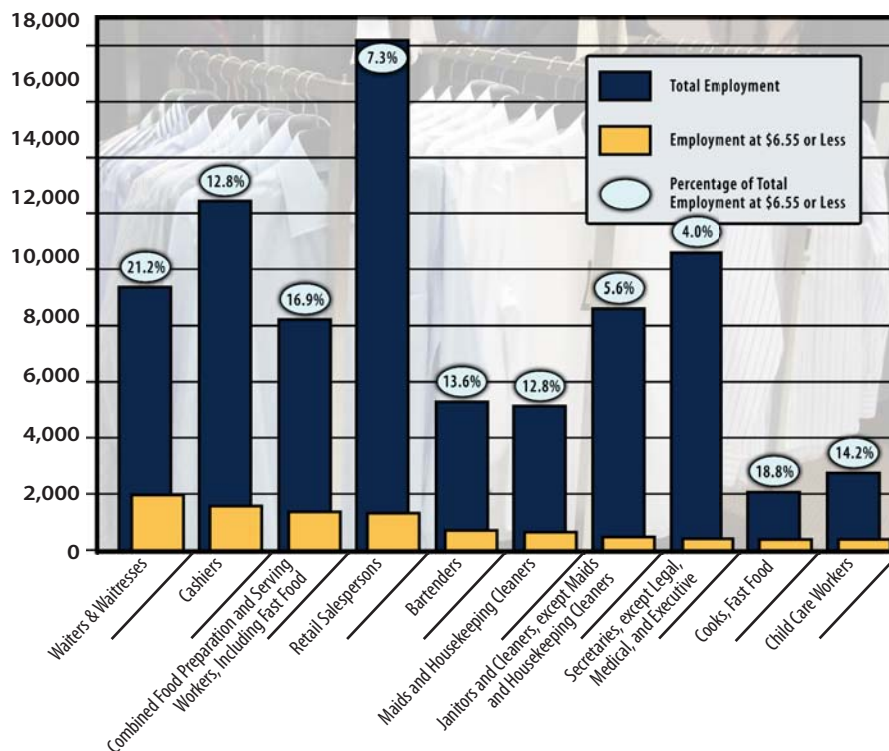
Total Employment Vs. Employment at \$6.55 or Less by Industry

Source: Montana Department of Labor and Industry



Occupations with the Highest Employment at \$6.55 or Less

Source: Montana Department of Labor and Industry



Occupations with the Largest Percentage of Employment at \$6.55 or Less

Source: Montana Department of Labor and Industry

